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UNIVERSITY FACULTY SENATE MINUTES
12/13/10 (4:00 p.m. - 5:00 p.m.)

Summary of main points

1. No courtesy announcements from Provost **Gibson** (unable to attend), Faculty Chair **Jurgenson**, or Chair **Wurtz**. No press present.

2. No Minutes ready for approval

4. Docketed items

954 Consultative Session, 4:00 p.m. with no time limit or end time, Professor Eugene **Wallingford**, Chair of the Inter-Collegiate Athletics Advisory Council, and Anne Woodrick, UNI NCAA Faculty Athletics Representative and Chair of the UNI Compliance Council (Soneson/DeBerg)

Adjournment

FULL MINUTES OF THE
UNIVERSITY FACULTY SENATE MEETING
Date 12/13/10
Mtg. 1689

PRESENT: Karen Breitbach, Forrest Dolgener, Phil East, Deborah Gallagher, James Jurgenson, Michael Licari, Julie Lowell, Chris Neuhaus, Michael Roth, Jerry Smith, Jerry Soneson, Jesse Swan, Laura Terlip, Katherine Van Wormer, Susan Wurtz

Absent: Megan Balong, Gregory Bruess, Betty DeBerg, Jeffrey Funderburk, Gloria Gibson, Doug Hoteck, Marilyn Shaw

CALL TO ORDER

Chair **Wurtz** called the meeting to order at 4:00 p.m.

COURTESY ANNOUNCEMENTS

CALL FOR PRESS IDENTIFICATION

Press were not in attendance.

COMMENTS FROM PROVOST GIBSON

Provost **Gibson** did not attend today.

COMMENTS FROM FACULTY CHAIR JURGENSON

Faculty Chair **Jurgenson** had no comments today.

COMMENTS FROM CHAIR SUSAN WURTZ

Chair **Wurtz** had no comments today.

BUSINESS

MINUTES

No minutes were ready for approval.

CONSIDERATION OF CALENDAR ITEMS FOR DOCKETING

No items to be considered today for docketing.

CONSIDERATION OF DOCKETED ITEMS

DOCKET #954, A consultative session began with Professor Eugene Wallingford, Chair of the Inter-Collegiate Athletics Advisory Council, and Anne Woodrick, UNI NCAA Faculty Athletics Representative and Chair of the UNI Compliance Council, originally brought to the Senate by Senator **Soneson** and seconded by Senator **DeBerg**.

Professor **Wallingford** noted that there are several reasons why they are here today. He is here primarily because he is Chair of the Inter-Collegiate Athletics Advisory Council (ICAAC), which is the faculty oversight committee for athletics at UNI. They found out recently that when their committee was created 12 years ago that there was some expectation that they report to the Faculty Senate each year and that they have not been doing that. It does not seem to be recorded anywhere, and so it has been lost somehow and needs to be started again. There are some changes going on with the Faculty Athletics Representative, and Professor **Woodrick** wanted to be sure that the Senate is aware of those, so it seemed like a good time to both just come at once and make their reports.

Wallingford told the Senate a little bit about what the ICAAC is and what it does and offered to answer any questions senators might have. **Woodrick** sent some documents to the Senate, and together they will field questions senators might have about those papers. The two of them have worked together for the past few years. The ICAAC is an oversight committee created by Vice President **Schellhardt** who is Vice President for Administration and Financial Services which oversees athletics. The committee currently consists of 15 members, 6 of whom are elected faculty members, 1 of whom is an appointed administrator by the Vice President. So, seven of the 15 members are members of the faculty. The other 8 members are student members, members of the community, and members of P&S staff.

The ICAAC's primary charge is to monitor athletics at UNI to ensure academic integrity and student well being, noted **Wallingford**. They do not do anything with budget unless it relates to one of those two items. In recent years, they have been most active in reviewing and helping the Department to modify and then to approve policies by which the Department of Athletics operates.

They hired a new Athletic Director a few years ago. They came into a situation where most things were done based on word-of-mouth precedent, and the new Director does not like to operate that way. He wants written procedures. So he has been in the process of documenting past practices and improving on them and looking at particular policies. So in the last couple of years the Council has been asked to review and to approve policies on drug testing, student athlete transfers to other institutions including waivers to allow them to play under scholarship immediately when they transfer, the scheduling of practices, and playing schedules and other things such as religion and spirituality. There was a case last year about a team that was having basically team prayer meetings. The issue was raised to a faculty member who brought it to the Council, who encouraged the Department to form a policy, which they have done.

Wallingford continued that the primary activities of the Council other than policy review have been two-fold in the past years. One is to meet with each of the teams at least once a year and that way the students know that they have faculty liaisons that they can work with in addition to their instructors and their advisors, someone who represents their Colleges and can perhaps address issues that they may have trouble talking to their own advisors about. There are certain things they just do not want to talk to their coaches about or to their instructors about, but they need to have somebody in their College that they can speak to. The second thing the Council does is to help the Department conduct exit interviews. One of the requirements that the NCAA places on the institution is to run an exit interview with anyone who leaves an athletic program, whether it is because they graduate, because they are transferring, because they are getting kicked off the team--any reason at all. It is kind of like student outcomes assessment. It provides some information to know how they are doing and some feedback into the process. That process is changing right now, and **Woodrick** will describe a little bit about that. But this is an NCAA requirement rather than an institutional requirement.

The Council also reviews academic data, stated **Wallingford**. The Department of Athletics brings to the Council data from the Registrar about the student athletes both as a group and also in comparison with the rest of the University so that they have some way to judge that information. That would include things like admissions data, progress toward degree and graduation. Progress toward degree is another one of those things that is mandated by the NCAA. There are strict guidelines about the sort of progress that a student athlete needs to make toward graduating with a major, so that data is really essential for the Council to monitor to make sure that students are actually making progress. If there are impediments to that progress, then trying to find ways to work toward that.

One thing **Wallingford** thinks the Council realizes that it has not done very well in the past is communication to the UNI community more broadly. **Woodrick** has been working, as well as his Council, on trying to find ways to communicate back to the Colleges as well as to the Faculty Senate more effectively. Perhaps scheduling a standing report from the Council, if the Senate would like to hear such a thing, would be one way to communicate back.

That ended **Wallingford's** summary of what the Inter-Collegiate Athletics Advisory Council does and has been doing. No questions were asked at this time, so Professor **Woodrick** began her presentation by noting that she did bring handouts of the electronic papers she sent to the Chair in case any senator had yet to review them and wanted to as she spoke. The Faculty Athletic Representative (FAR) job description was projected on the screen behind where **Woodrick** spoke.

She noted that when she began the job 9 years ago, there was no job description. The NCAA mandates that the University president appoints or goes about the process of selecting one faculty member as the NCAA Faculty Rep. She replaced John **Wilkinson** who had been in the position for 18 years. He had replaced someone who had been in the position for over 20 years, so she is only the third NCAA Faculty Rep. to serve here at UNI. She has attended rural seminar meetings, learning that the NCAA really is concerned about institutional oversight of athletics, and part of the role of the Faculty Rep. is to make sure that that institutional oversight occurs. To clarify her role, in 2007 she wrote a job description based upon the activities that she had been doing up until that time. This showed on the projected screen, beginning with the NCAA Rule Book of what the Faculty Rep. does.

Scrolling down showed other responsibilities. One of these responsibilities that **Woodrick** took over was as Chair of the UNI Compliance Council. This had been a very informal group of people who represent those offices on campus that have rules compliance to the NCAA. It includes individuals from areas such as the Financial Aid Office, Admissions Office, Registrar's Office, and the Athletic Academic Advisors. They all have to make sure that underneath what they are doing that they are complying with NCAA rules. That Compliance Council had gotten together just once a semester when she took over 9 years ago, and it was a very informal group. Basically it was "Are you having any troubles?" or "Is there any student athlete who is trying to control one office over another or play somebody off another?" There was really no formal mechanism to that. They have formalized this Compliance Council. They now have a Mission Statement. They actually have a list of people who are on that Council. They meet once a month for 1 1/2 hours, and then they have an all-day retreat in June, something they started last June. Their agenda for that day was heavy, and they only got through about half of it. They have no template to follow, so she is striving to figure out what reports need to be generated and what needs to be reviewed on an annual basis. But more than that, they can do snapshots. They can look at Admissions and Admission in 2010 and look at the student athlete compared to the general student body. But really they hope to do a chronology in order to follow over time to see if there are any problems that exist and always come back and compare the student athlete statistics with the general student body statistics. Those reports are not generated every year by the University, so they have to decide what they want to generate and what they want to compare and contrast. The Compliance Council has started that process right now.

Woodrick also stated that because she serves as a member of this Compliance Council, she then reports to the Inter-Collegiate Athletics Advisory Council. She wanted senators to note the checks-and-balances system here. Faculty serve on the ICAAC, and she is also a faculty person, and both have their own agendas. Both groups independently review some of the information, which she thinks is really crucial. Some institutions have their Faculty Rep. as the Chair of their Athletics Board, but she would encourage UNI to maintain the separate Chairs here because she thinks it provides a nice balance. She reports to the ICAAC on the Compliance Council issues that come up. Also, when she attends the Missouri Valley Conference meetings or attends the Missouri Valley Football Conference meetings or attends NCAA meetings, then she also reports to the ICAAC the highpoints of those meetings and whether there is anything specific on the agenda that UNI should look at.

Woodrick continued by stating that she also chairs the Student Athlete Appeals Committee (SAAC). This Committee hears appeals such as if a student athlete in a sport is unhappy at UNI and yet has eligibility left and would like to transfer to another institution and yet UNI denies that transfer. The SAAC includes a representative from the Dean of Students and two members from ICAAC as well as a student athlete representative. This Committee has both reversed the decision of the Athletics Department in terms of transferring as well as upheld the decision of the Athletics Department. She has worked with perhaps a dozen cases over the last 9 years. There is now a very good policy written by the Athletics Department that governs transfer, so it is now more clear to the student athlete what his or her options are.

Woodrick stated that she offers to report to the Faculty Senate. She had a question that she will later come back to but wanted the senators to be thinking about it as she continued her presentation. What kind of information would the Senate like her to include in her report? She does an annual report at the end of June that is filed in the President's office, the Vice President's office, and with the Athletics Director. She also sent a copy this year to the Senate Chair **Wurtz** as well. But there really is no template here. She decided to include in that report things concerning from academics to well being issues to violations, including examining those violations and any patterns that existed in those violations, and any other issues that might have come up during the year. She asked her colleagues in the Missouri Valley Conference what their annual report included and found that none of the others does an annual report. This is not mandated by the NCAA; she just thinks it is a good idea, and she welcomes feedback and input of what the content of that report should be, stating that it would be really helpful for her and for her successor next year as she concludes her term June 2011.

Woodrick noted as the projected information was scrolled down that she serves on all the hiring committees of all the major Athletic hires including the Athletic Director and all the Head Coaches. Occasionally she will chair those search committees. She has also served on two NCAA committees and currently is serving on the Division I Academic Cabinet for the NCAA that looks at all of the initial eligibilities, graduations, progress toward degree legislations, and all of the transfer legislation for a student athlete to transfer from 2-year institutions to 4-year institutions as well as transferring from a 4-year institution to another 4-year institution and any combination of that. You can have a 4-2-4 transfer who goes from a 4-year to a 2-year to a 4-year or any other combination. That Cabinet has been extremely beneficial. All of the major Division IA Conferences have a representative on the Academic Cabinet, and for the FCS, or what is the old Division IAA, they rotate a representative on the Council. So she is now the Missouri Valley representative, but when her term is done in June the Missouri Valley will not have a member on that Academic Cabinet for another 3-year cycle. Someone from the Horizon League who is not on it currently will serve in her place. This Cabinet meets 3 times a year in Indianapolis, and it is a pretty hefty review of all the different parameters that they cover. She noted a willingness to go into more depth, if the senators wished, on this topic.

Woodrick also noted that she served on the Walter Beyer Scholarship Committee, which is a scholarship that is given to one male and one female student athlete from all Divisions and all sports every year. That student athlete receives \$24,000 the first year and \$24,000 the second year for any post-graduate program they choose. She has also served on a number of Missouri Valley Conference committees. Currently, she is on the Conference Relations Committee, and most recently she was on the Executive Committee as well. Those committees take place usually

as teleconferences. Communication occurs with the other Valley schools. She has served not only with faculty reps. but also with athletic directors as well as senior women administrators. They mix up the membership of the committees to get a well-rounded view of the different issues. In addition, she has served in various ways as listed on the projected screen which include things such as attending sporting events, checking out travel conditions such as where they are staying and how they are eating. Sometimes the best way to do that is to travel with a team, particularly traveling with a team on a bus to see when they eat and when they do not eat, where they eat, where they are staying. Some of the issues that came up very early on were that the women in the track and field program reported that they were staying 3 to a room and not in the best of accommodations. Traveling with them allows a rep. to see all that.

Woodrick continued by explaining that all of the coaches have to take an NCAA exam every year to be able to recruit off campus. She administers that exam. They have to pass with an 80% rate. It is now on the computer, so she arranges for having a computer in the Wellness Center, and the coaches show up in June at a given time to take that exam. If they fail it, they have to wait 30 days before they can take it again. Again, they cannot recruit off campus unless they pass that exam. And the reason the exam is given every year is because the legislation changes every year. She explained that over 100 pieces of new legislation go into the legislative cycle every year, and many of those pieces of legislation actually become permanent parts of the NCAA manual. She held up the large manual for all to see and passed it around. The manual contains all of the rules that have to do with governance, that have to do with recruiting and financial aid, playing and practice times, etc. She has been very impressed with the amount of research done by the staff of the NCAA prior to proposing changes. They send out annual surveys on particular topics to all of the Divisions and all of the schools and cover all the sports teams. One of the issues was football, and particularly Division I football, and the fairly low academic performance of football players despite the fact that they tend to miss less time out of the classroom because they play on the weekends than do members of other sports. They complain the most about the amount of time they practice, and they have the lowest academic performance in the Fall semester where they are in their sport. So, based on this research, they now have some proposed new legislation that will require football players to pass 9 hours in the Fall semester of degree-countable hours, or they will not be eligible to play the following Fall. They will be penalized the first 4 games of the next Fall semester. To go along with that, if he passes 27 hours in the academic year, then he can win back two of those games. Some are arguing that they should be able to win back all 4 of their games, and that is being debated. The Academic Cabinet's position is if you do not pass 9 hours, you can only win back two.

Senator **Soneson** clarified that 9 hours is not full-time. **Woodrick** agreed that student athletes must be enrolled full-time, and then they have to pass a certain percentage of those hours that they are enrolled in. He further clarified that then they are allowed to fail above the 9 hours and still be eligible? She agreed, noting that the progress-toward-degree requirement currently states that a student athlete only needs to pass 6 degree-countable hours each semester with 18 degree-countable hours during two semesters and 24 hours for an academic year. To make progress toward degree, after the end of the sophomore year a student athlete must have completed 40% of the degree-countable program hours. After the junior year, it must be 60%. After the senior year, it must be 80%. Many student athletes also take that 5th year. It is expected that when they pass that 80% at the end of their senior year, then they are close to graduation. Also, the academic progress rate looks at both eligibility, which would be passing the hours, and also retention, where

a student athlete gets to a point where he is eligible academically each semester and that he is retained in the program. But if a student does not graduate, then they are not retained, and the program gets penalized for that. This gives incentive to the coaches to make sure that their student athletes are both academically eligible and also retained and make it all the way to graduation. Last year UNI had a football player who did not graduate in May because he wanted to go to the combine, and he wanted to see if he could make it in the pros. So he was not on campus in the Spring term to finish his degree requirements. He did not make it in the NFL. He can come back to campus and graduate, and that point can be regained by that particular program, because the whole issue is that they want the student athlete to graduate. So, yes, they have to be enrolled full-time, but they do not have to pass 12 hours every semester in order to make progress toward degree for the NCAA, but when they mess up they very quickly get behind in their requirement to be at the 40, the 60, and the 80 percentage toward degree requirement.

Soneson asked if a football player who takes 5 years to graduate gets 5 years of scholarship even though they do not play? **Woodrick** responded that they may, even though they do not play, but that 5th-year aid is not a guarantee. Troy Dannen now has some new policies with the 5th-year aid. They are trying to see that red-shirted freshmen who receive aid that first year go ahead and graduate December of their 5th year, so they receive aid for 4 1/2 years and then are done. She further noted that not all football players are on scholarship. Some may not receive money their first 2 years and then receive money until they complete their degree. There is no rule about all this. Football is an "equivalency sport," which means there are X number of scholarships, and they can provide those scholarships any way that they want. Men's basketball is a "head-count sport." That means there are 13 scholarships to give. Only 13 players can be on that team with a scholarship. They either get a dollar, or they get a full-ride. They cannot divide up basketball scholarships, say, with half going to one and half to another. Volleyball and men's and women's basketball and tennis are all head-count sports for financial aid reasons. This year there are 15 men on the men's basketball team, but only 13 have scholarships. Two are playing without money.

Wurtz commented on the earlier question of what the Senate would like to have in a report saying she would like to know the ratio of resources for support that go into a student athlete compared to that going into the average non-athlete student in terms of advising, counseling, whatever support is available to athletes on scholarship or otherwise. **Woodrick** asked if she meant the scholarships for non-athletes versus the scholarships for athletes? **Wurtz** clarified that she was more interested in other supports such as extra advising and counseling, etc. **Woodrick** noted that there are two Athletic Academic Advisors for 400+ student athletes. They are not "major" advisors. All student athletes are encouraged to go to see their departmental advisor. (End of Side A of audio tape) These Athletic Advisors do things like check the athletes' degree audits for degree-countable hours and progress toward graduation every semester. They make sure that what they are taking is what works best for them based on NCAA regulations. To try to instruct all the academic advisors on campus of what the NCAA legislation is for progress toward degree would be a real challenge. **Wurtz** and **Woodrick** agreed that the title Athletic Academic Advisor is a very misleading title, but **Woodrick** noted that that is the title that is used in the field of athletics. Both UNI's Athletic Academic Advisors were attending this senate meeting and have discussed this issue with **Woodrick** and others and have yet to come up with anything else to use. It is misleading because it is not career advising or other academic-type advising. It is advising on eligibility within the major the student athlete has chosen for progress toward graduation. **Woodrick** also noted that Diane Wallace in the Registrar's Office is awesome in helping with all this. Every semester she also

double checks every student athlete's record concerning NCAA rules and redflags courses enrolled in that are not helping the student athlete follow the rules.

Wurtz inquired about the time of year that would allow the annual reporting to the Senate to best showcase the broadest information. **Woodrick** stated that she does her report in June so that anytime in the Fall semester would be a good time to report that summary of the past academic year to the Senate. Both agreed that earlier in the new academic year would allow best for any comments or feedback or suggestion of other things to include in upcoming annual reports.

Woodrick gave an example of something that might be included is special admits, those individuals prior to the RAI who were in the lower 50% of their graduating high school class. They have compared the number of student athletes admitted in this category to those in the general student body, which has in the past been similar rates. Her Council has also begun to track their performance over time to see if the rate of special admits who graduate vary whether they are from the general student body or have been a student athlete. The RAI is changing, and new data will be collected. The NCAA asks that this report be paid particular attention to. **Wurtz** asked if this sort of report is appropriate for posting, that if **Woodrick** prepares it in June, then senators might have access to it even though the conversation might take place later. **Woodrick** replied that Dan Scofield, the Admissions representative on the Compliance Council, helps collect that information, and she does not see any reason why it could not be provided.

Soneson added that he thinks it would be helpful for the Senate to have a report on the progress made during the year on Title IX, year after year, because equity is a major concern. Maybe this might be one way to put a little pressure on the athletics folks to work more vigorously towards this. **Woodrick** agreed that that is a great idea. She noted that the Athletics program right now is going through its 10-year certification from the NCAA, and they just had a Title IX audit on campus. Title IX will be a large component of that recertification report. She suggested that the Senate use that next year as their base report, and then track it after that and ask to see how that progress is made. She thinks that would be an excellent idea

Senator (East/Smith?) stated that he read the article in the Chronicle that **Woodrick** referred the senators to and asked if she was familiar with the Knight Commission Report. She replied that she was. **Senator (same)** continued that one of their recommendations was to increase transparency with a specific recommendation to make NCAA financial reports public. He wondered if UNI does that currently, and if not, is that something that the Senate could do? **Woodrick** said that that is something faculty could do and that that is something the Athletic Department would be interested in. She does not personally review that financial data. She listens to the budget, but she does not get deeply involved in that. She thinks that that is something that could be definitely included as an annual report to the faculty. **Senator (same)** then asked what she would recommend that senators do to make that happen? She suggested that the Senate make a recommendation to her, and then she will carry the recommendation forward. The Senate should hold her or her successor accountable next year. She also suggested that they get actively involved in the Inter-Collegiate Athletic Advisory Council itself. Those are elected positions which are rotated on a 3-year basis. The more active representation on that Council, the better for all. Tom **Schellhardt** set up a budget subcommittee of the ICAAC a couple of years ago. Maybe, working with **Wallingford**, the best strategy for oversight of that budget and what senators would like to see in it could come out of that ICAAC subcommittee and then reported out to the Faculty Senate. That has not been a standing committee but was a temporary committee that one year. She thinks it is a good idea.

Senator (East/Smith?) noted that **Woodrick** has said a couple of things indicating she will not continue as the Faculty Athletic Representative and asked if that was truly the case. She replied, yes, that it is a term appointment and that she is finishing up the last year of a term. Dr. Lisa **Jepsen** in Economics will be her replacement. She will come on board July 1st. He asked if **Jepsen** feels similar to **Woodrick** about all this, because if the NCAA does not require something then no matter the Senate recommendations or requests, her successor might just refuse to do it. **Woodrick** said that she could refuse, but if she (**Woodrick**) works with **Wallingford** and the Athletics Board as separate from the Faculty Rep., then the Athletics Board can carry that forward. But she also feels that **Jepsen** will be sympathetic to it. **Wurtz** stated that **Jepsen** will not hesitate about all this. **Senator** (same male) just wondered what forces a person in that position to do anything or the committee to do anything when only 6 of 15 members are faculty. There does not seem to be any requirement that the faculty or Senate be involved. **Woodrick** agreed that it is an ambiguous relationship right now. Is it really a faculty committee or not, many wonder? Clarity is needed, she said.

Wallingford stated that the ICAAC is meeting right now, and they are reviewing a proposal to change the structure and make-up of the Council itself which will address at least part of that issue. The proposal is that the regular voting membership will consist of faculty representation only, and the rest of the Council will be serving in an advisory capacity, so support staff and community members such as part of the Alumni Association. So those folks would be advisory rather than part of the voting membership. At that point, the voting ratio of faculty to non-faculty would be 100%. That is the proposal that has been before the Council once. Even the non-faculty members were in support at the time they discussed it last, so he feels it will likely pass. **East/Smith** asked if the assumption is that whatever progress is made then before **Wallingford** leaves would likely become established precedent or practice? **Wallingford** replied that the Council is striving to make as much written policy as possible that is passed and also noted that his replacement **Jepsen** has been a member of the ICAAC for a number of years and is, if anything, more aggressive than the other Council members on some of the issues. She is very deeply involved, and in terms of who will be leading the Council forward, he feels they are in very good shape, but they are also in the process of trying to get a lot of things written down. And the Athletic Director is strongly supportive of getting things in writing that have been vetted by the faculty and by the Faculty Senate as much as possible. He seems to value that.

Woodrick returned to a comment about resources student athletes use. They use the services available for all students, such as the Writing Center and the Math Center. There are not separate services for them on the west side of campus. As much as they can, they integrate the athletes into those resources that are available. The Athletic Academic Advisors will redflag that where there is concern. Some athletic programs actually require study tables, and the assistant coaches monitor those. There are some mandates from the team or from the head coach for that.

Senator (female) stated that she was glad to hear this because there is a public perception among people she has talked with outside the University who want to know why athletes get paid tutors. She has stated to these inquiring that she does not believe that athletes are being provided paid tutors. One mother, whose son played basketball for UNI but who did not last for more than a year and then transferred to a 2-year school, was going on about how her son gets tutoring and has mandatory table and all that. **Woodrick** noted that if the program itself has extra money, occasionally it will be used to pay for tutors. But not all of the programs have that available, and

they do not all do it every semester. For a while a program was started, because there were no resources and yet tutoring was needed, called After the Game where honor students volunteered to tutor. The honor students started the program, and this brought two groups on campus together.

Senator VanWormer asked if there is any effort to recruit students with really solid grade point averages coming from high school? **Woodrick** replied that absolutely yes, there are efforts to do that, and some teams, she thinks, do a better job of that than other teams. **Soneson** remarked that volleyball and women's tennis have very high achievement academically. And **Woodrick** agreed that across the board women's teams are of no concern. They each have a team cumulative gpa over a 3.1. The UNI women's basketball team has been in the top 10 nationally of all Division I women's basketball teams for their gpa. Volleyball and tennis have been up there in terms of their academic progress rates. They have been a thousand, meaning they have everybody eligible and everybody retained every semester. Her concerns, she is willing to share, include football, wrestling, and men's track and field. Those 3 sports have been a real concern, and they are making progress. First, they must identify what might be responsible for the academic performance and why it is not as good perhaps as it could be. She thinks it is a combination of factors. There are more 2-4 transfers in those 3 sports, which means they are coming from a junior college to the university. That is not just an issue in athletics. That is an academic issue in general, that the preparation of junior college students for the 4-year institution is a difficult challenge. Everyone expects them to come in as student athletes and make those progress-toward-degree requirements right away, but it is a very abrupt transition oftentimes. They do struggle, but so do students in general. Those 3 teams have more of the 2-4 transfers than do some of the other teams. **Soneson** added that it is not a matter of the structure of the team, the hours that it takes and so on, because one of the very best students he has ever had was a top wrestler, so one can do sports and do a very fine job with academics.

Senator (male) asked if the ICAAC group gets heavily involved in the financial side of the program and specifically with the money that comes from general appropriations that is used to support the academic program? And, if so, are there any prospects for the Athletic Department's subsidy being reduced? Is this program moving closer to self-funding, and, if so, how? **Wallingford** replied that he has been on the Council for a few years. He thinks that under the previous Athletic Director there was not very much in the way of financial reporting to the Council. The current Athletic Director has been moreso. The Council is now aware of more, but it is not actually their charge to oversee budget. He noted that the Athletic Director has already been asked to make reductions in his percent of money, and according to his evidence, he is making progress toward that. But that is all they can ever say. It is not the Council's job to determine whether and how much he gets supplied from the General Fund toward athletics. If it has some effect on student integrity or student well being, then that is where the Council would most critically come in contact with dollars. **Senator (same)** stated then that the Council does not feel it's role is to comment on that or advocate for what might be called financial responsibility. The Senate has at times felt the responsibility to do that, and he wondered if that is part of that group's role. **Wallingford** replied that they are dependent on individual member's of the Council to do that. It is not part of the charge as a Council. In recent years, in talking with Troy **Dannen** about the state of the budget, they are much better aware of the issues that Athletics faces with their spending, and they are much more aware of the cuts that that area is trying to make, and in particular in, say, programs such as those not at the national level, perhaps UNI ought not be scheduling competitions regularly

in California or in Florida. Those teams are either not going to be able to make the money back to pay for that or to raise the profile of the institution enough to value it. Those are the kinds of actions he is taking, so the Council is aware of those and has been a part of those conversations.

Senator **Terlip** wondered if UNI has some process or policies in place for whistle-blowing or whistle-blowers in athletics. The peer pressure is known to be enormous, so is there something set up where an athlete could report recruiting violations or perhaps being asked to cut weight in ways that are not appropriate and such? **Woodrick** said that they do have a mandated student athlete exit interview. So when a student athlete has finished with the team, either leaving the institution to transfer or through graduation or finished eligibility and is off, they fill out a student athlete exit interview. That is done through ICAAC and through faculty. It is not done through the Athletics Department, which is crucial. She has actually done some of those interviews herself when she has thought there might be some issues and in case. There is a report generated every year, and they look for trends. For example, if a couple of girls mention issues with weight management and maybe that they felt there was undue pressure put upon them to keep a particular body weight, then they track that from one year to the next, and if it is significant, then it is reported to the Athletic Director and then to the coach. Another common example, for only one sport, football, would be that they are only allowed 20 hrs of practice during in-season, and there have been some issues with it. They have been tracking this because some players felt like they have practiced more than the regulated 20 hours in the Fall semester, so the coaches have to keep a practice log, and her group asked the players to keep a practice log, and those were compared. They found some discrepancies and went back and educated both the coaches and the athletes in what counts in that 20 hours. The time of an ankle wrap is included in the time counted. So some of it is educational for both coaches and student athletes. Another concern is boosters. There is a national example right now of Cam Newton with his father saying that he had him out there for hire. Who are the whistleblowers, and where would they go? She would hope that at UNI the whistleblowers would be among the members of the community, among the boosters, among faculty, if you felt that there was something that was inappropriate. The Faculty Rep. would be a great person to contact or the Chair of the ICAAC. **Terlip** wondered if there is anything in place for athletes while they are participating, rather than it having to come in an exit interview. **Woodrick** noted that they have begun an annual survey to take care of things while they are going on. **Wallingford** clarified that they also meet with each team once a year to let them know that they have a faculty liaison that they can talk to which is independent of their instructors, independent of their coaches, totally outside the Athletic Department. That is another avenue for them. They meet with each team each year before they begin competition. They also may start meeting toward the end of the year to make sure that all students are aware that they have that avenue available as well. **Woodrick** noted that as the faculty rep. she is the one that is taking those annual surveys to process them.

As the meeting time neared 5:00 p.m., **Wurtz** asked if senators may contact them if they have further questions. **Woodrick** encouraged any with questions to contact her and also to perhaps discuss how to set up any reports the Senate might like to receive.

ADJOURNMENT

The motion was made and seconded (**Soneson / who seconded?**) to adjourn, and Chair **Wurtz** declared the meeting so adjourned.

Submitted by,

Sherry Nuss,
Administrative Assistant
UNI Faculty Senate